

A G R E E M E N T

Between

MATAWAN-ABERDEEN REGIONAL BOARD OF EDUCATION

and

MATAWAN REGIONAL TEACHERS ASSOCIATION

July 1, 2007 through June 30, 2010

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PREAMBLE

This Agreement entered into this 27th day of February, 2008, by and between the BOARD OF EDUCATION OF THE MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT, Monmouth County, New Jersey, hereinafter called the "Board", and the MATAWAN REGIONAL TEACHERS ASSOCIATION, hereinafter called the "Association."

WITNESSETH:

Whereas, the Board has an obligation, pursuant to Chapter 123, Public Laws, 1974 to negotiate with the Association as the representatives of employees hereinafter designated with respect to the terms and conditions of employment, and

Whereas, the parties have reached certain understanding which they desire to confirm in this Agreement,

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for all certified personnel whether under contract, on leave, on a per diem basis, employed or to be employed by the Board, including:

classroom teachers, nurses, librarians, guidance counselors, department chairmen, social workers, learning disability specialists, resource teachers, and remedial teachers; but excluding:

administrative positions, department supervisors, clerical and custodial workers, and substitutes.

B. Unless otherwise indicated, the term "teachers", when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined, and reference to male teachers shall include female teachers.

ARTICLE II

NEGOTIATION PROCEDURE

A. The parties agree to enter into collective negotiations over a successor agreement, provided the Association still represents a majority of the employees in the bargaining unit, in accordance with Chapter 123, Public Laws, 1974. These negotiations shall be in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin not later than January 1 of the calendar year in which this Agreement expires. Any agreement so negotiated shall apply to all teachers in the bargaining unit, shall be reduced to writing, and shall be signed by the Board and by the Association.

B. During the negotiations, the Board, through its negotiating committee, and the Association, through its negotiating committee, shall present relevant data and exchange points of view.

C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. Either side may invite one or more consultants or spokesmen to attend and participate in any negotiating session.

D. The Board agrees not to negotiate concerning any employee in the negotiating unit as defined in Article I of this Agreement, in violation of Chapter 123 of the Public Laws of 1974 or any rules or regulations promulgated pursuant thereto.

ARTICLE III

GRIEVANCE PROCEDURE

A. DEFINITIONS

Grievance - A "grievance" shall mean a complaint based upon a wrong believed by an employee in the negotiating unit to have been suffered by him as a result of a violation, misinterpretation or inequitable application of any provision of this Agreement, or through an act or condition which is contrary to established Board policy or Board and/or administrative practice governing or affecting employees except that the term "grievance" shall not apply to:

- (1) Any rule or regulation of the State Department of Education having the force and effect of law.
- (2) Any rule or regulation of the State Commissioner of Education having the force and effect of law.
- (3) Any matter which, according to law, is beyond the scope of Board authority.
- (4) Any matter which, according to law, is exclusively within the discretion of the Board.

Grievant - Grievant shall mean an employee believing to have been or to be aggrieved.

Employee - An employee shall mean an employee within the negotiating unit.

Immediate Superior - The principal or such person acting as the principal in the latter's absence.

B. PRINCIPLES

(1) A grievance to be considered under this procedure shall be presented by the grievant or his representative not later than twenty (20) calendar days following its occurrence or the time when he should have known about it. The number of days allotted at each step of the grievance procedure is to be considered as a maximum time limit. Every attempt should be made to resolve grievances as quickly as possible. A grievance which occurs near the end of the school year shall be presented on or before June 30th of the school year in which it occurred.

(2) A grievant may present and process his grievance personally or through an appropriate representative. Should a grievant want to process his grievance personally or through an appropriate representative of his own choosing, he may do so, however the majority unit shall be so notified and shall have the right to have its own representative present.

(3) No reprisals shall be taken by the Board or Administration against any employee because he

utilizes the grievance procedure.

(4) Should a grievance result from action taken by the Superintendent or the Board, a grievant may present his grievance initially at the third step of the grievance procedure.

(5) Forms developed jointly by the Board and the Association will be used for the filing of grievances.

C. PROCEDURE

STEP ONE:

(a) A grievant may initially discuss the matter identified as a grievance with the immediate superior in an attempt to settle the grievance informally. This is not intended to extend the time limitation as set forth in Section B, sub-section 1.

STEP TWO:

(a) A grievant shall file his grievance in writing by presenting the written grievance to the immediate superior and forwarding copies to the Superintendent and the Association.

(b) The grievant and the immediate superior shall meet in an attempt to resolve the grievance not later than seven (7) calendar days following the date on which it is filed.

(c) The immediate superior shall communicate his decision in writing to the grievant not later than seven (7) calendar days following the hearing. A copy of the decision shall also be forwarded, at the same time, to the Superintendent and the Association.

STEP THREE:

(a) If the grievance has not been resolved at step two of the procedure, the grievant may request a hearing of his grievance by the Superintendent or his designated representative. This shall be done not later than seven (7) calendar days following the principal's decision.

(b) The grievant and Superintendent or his designated representative shall meet in an attempt to resolve the grievance not later than seven (7) calendar days following the date on which the hearing was requested.

(c) The Superintendent or his designated representative shall communicate his decision in writing to the grievant not later than thirty (30) calendar days following the hearing. A copy of the decision shall also be forwarded, at the same time, to the Association.

STEP FOUR:

(a) In the event the grievant is dissatisfied with the determination of the Superintendent aforesaid, and in the further event that the grievance involves the interpretation or application of this

contract, the matter may be submitted to binding arbitration. The grievant shall request in writing that the Association submit his grievance to arbitration. If the Association decides the grievance is meritorious, it may submit the grievance to arbitration. A request for arbitration shall be made in writing no later than fifteen (15) days following the determination of the Superintendent. Failure to request arbitration within said period of time shall constitute an absolute bar to such arbitration unless the Superintendent and the Association shall mutually agree upon a longer time period within which to assert such a demand.

(b) The Superintendent may also request arbitration concerning any dispute regarding the interpretation or application of this Agreement. The time limits applicable to the Association are also applicable to the Superintendent.

(c) The arbitrator shall have no power or authority to add to, subtract from, change or modify any of the terms of this Agreement.

(d) Within fourteen (14) calendar days after the Association shall have delivered the written request for arbitration, the Superintendent and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified time period, a request for a list of arbitrators shall be made from the Public Employment Relations Commission. The parties shall then be bound by the rules and procedures of the Public Employment Relations Commission in the selection of an arbitrator.

(e) The arbitrator so selected shall confer with the Superintendent and the Association and hold hearings promptly, and he shall issue his decision not later than twenty (20) calendar days from the close of hearings, or if oral hearings have been waived, then from the date that the final statements and proof are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issue submitted. The decision of the arbitrator shall be submitted to the Superintendent and the Association and shall be final and binding on the parties.

(f) The costs for the services of the arbitrator including per diem expenses, if any, and the cost of the hearing room, if any, shall be borne equally. Any other expenses incurred shall be paid by the party incurring such expense.

ARTICLE IV

TEACHER RIGHTS

A. Pursuant to Chapter 123, Public Laws 1974, the Board hereby agrees that every employee of the Board shall have the right to freely organize, join, and support the Association and its affiliates for the purpose of engaging in collective negotiations. The Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Chapter 123, Public Laws, 1974, or other laws of New Jersey or the Constitutions of New

Jersey and the United States; that it shall not discriminate against any teacher with respect to terms and conditions of employment by reason of his membership in the Association and its affiliates, his participation in any activities of the Association and its affiliates, his participation in collective negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement.

B. The Association agrees that teachers have professional and statutory obligations. The Association will undertake during the life of this Agreement that the Association will not condone violation of any such obligation by an employee in the bargaining unit.

C. Whenever any teacher is required to appear before the Superintendent, the Board, or any committee or member thereof concerning any matter which could adversely affect the continuation of that teacher in his office, position or employment or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview.

D. No teacher shall be prevented from wearing regular membership pins or other identification of membership in the Association or its affiliates of the size normally used as tie tacks, lapel pins, or charms on bracelets.

E. No employee shall be disciplined, reprimanded, reduced in rank or compensation without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure, provided however, that no disciplinary action for which a statutory form of relief is provided, including, but not limited to tenure charges, increment withholdings, and non-renewal of non-tenured teachers, shall be subject to these provisions.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

A. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. The business administrator shall be notified in advance of the time and place of all such meetings. If the room requested is occupied, other arrangements must be made. No approval shall be required.

B. The Association shall have the right to use school facilities and equipment, including typewriters, mimeograph machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to such use.

C. The Association shall have, in each school building, the exclusive use of a bulletin board in each faculty lounge and teachers' dining room. The Association shall also be assigned adequate space

on the bulletin board in the central office for Association notices. Copies of all materials to be posted on such bulletin boards shall be given to the building principal, but no approval shall be required.

D. The Association shall have the right to use the inter-school mail facilities and school mail boxes as it deems necessary and without the approval of building principals or other members of the administration.

E. The Association shall be granted permission to speak at all orientation programs for new teachers.

F. The Association president shall be released from two teaching periods per day to attend to Association affairs. In the event the president of the Association is an elementary school teacher for whom no free period is scheduled, the president shall designate an alternate secondary teacher to be released on the same basis as above.

G. (1) All officers and building representatives of the Association shall be relieved of all non-teaching duties. Any increase in the duty cycle for other members of the bargaining unit resulting from this provision is permissible.

(2) The number of building representatives shall not be increased beyond the present level which is as follows:

High School	2	Lloyd Road	1
Middle School	2	Cliffwood	1
Cambridge Park	1	Strathmore	1
Ravine Drive	1		

ARTICLE VI

TEACHING HOURS AND TEACHING LOAD

A. Scheduling within the work day shall be at the discretion of the Board provided that in no case shall the amount of preparation and lunch time be diminished as set forth in this contract.

(1) Elementary School Teachers

(a) The in-school work day for elementary school teachers shall be six (6) hours and forty-five (45) minutes. It is further provided that no teacher shall be scheduled to report for duty less than ten (10) minutes prior to the pupils' school day, nor will teachers be dismissed earlier than ten (10) minutes after the pupils' school day, which is included in the six (6) hour and forty-five (45) minutes. Furthermore, fifteen (15) minutes of this day shall be placed as a block of instruction time at the beginning or end of the student day.

(b) Elementary school teachers shall have five forty-five minute preparation periods per week.

(c) Elementary school teachers shall be provided a daily duty free lunch period of forty-five (45) minutes. The Superintendent and the Association shall meet to discuss and consider possible ways to provide elementary school teachers with breaks on half days.

(d) Elementary school teachers shall be assigned two fifteen minute duty periods per week. However, Specialty/Resource Room/Basic Skills elementary school teachers shall perform up to one (1) hour of duty per week in addition to their two fifteen minute duty periods per week. In the event a Specialty/Resource Room/Basic Skills elementary school teacher is assigned the additional fifteen (15) minutes of instructional time per day referenced in Article VI A. 1.a, the teacher will be assigned only two (2) fifteen minute duty periods per week. This duty assignment shall be implemented uniformly throughout the district.

(2) Middle School Teachers

(a) The in-school work day for middle school teachers shall be six (6) hours and fifty-four (54) minutes. It is further provided that no teacher shall be scheduled to report for duty less than ten (10) minutes prior to the pupils' school day, nor will teachers be dismissed earlier than ten (10) minutes after the pupils' school day, which is included in the six (6) hour and fifty-four (54) minutes.

(b) The middle school teacher workday shall consist of either eight (8) periods of forty-three (43) minutes each, consisting of five (5) instructional periods, one (1) duty free lunch period, one (1) preparation period and one (1) duty period OR four (4) seventy-five (75) minute blocks which consists of a maximum of three (3) instructional blocks, one (1) preparation/planning block and a thirty-six (36) minute duty free lunch period. The remaining time in the workday shall consist of passing time, a twenty-six (26) minute non-instructional advisory block and non-contact time to be utilized before and after the pupils' school day. Teachers will be permitted to schedule non-instructional breaks within the seventy-five (75) minute instructional blocks if such a schedule is implemented in any year. Prior to the Board's implementation of any new teaching schedules, the district shall insure proper training of staff. The Association reserves the right to grieve any negative impact on terms and conditions of employment due to changes in scheduling.

(c) Teachers shall have a responsibility to help insure the safety of students during passing time.

(3) High School Teachers

(a) The in-school workday for high school teachers shall be seven (7) hours and three (3) minutes. It is further provided that no teacher shall be scheduled to report for duty less than ten (10) minutes prior to the pupils' school day, nor will teachers be dismissed earlier than four (4) minutes after the pupils' school day, which is included in the seven (7) hours and three (3) minutes.

(b) The high school teacher workday shall consist of eight periods of forty-seven (47) minutes each, consisting of five (5) instructional periods, one/half ($\frac{1}{2}$) period of duty per day, one duty free lunch period and one and one half (1 $\frac{1}{2}$) preparation periods. The remaining time in the workday consists of passing time, a five (5) minute homeroom period, and non-contact time to be utilized before and after the pupils' school day. Teachers will be permitted to schedule non-instructional breaks within

instructional blocks if such a schedule is implemented in any year. Prior to the Board's implementation of any new teaching schedules, the district shall insure proper training of staff. The Association reserves the right to grieve any negative impact on terms and conditions of employment due to changes in scheduling.

(c) Teachers shall have a responsibility to help insure the safety of students during passing time.

(4) In addition to the teachers' normal workday, teachers may be required to attend professional meetings beyond the workday up to a maximum of thirty (30) hours per school year. Whenever possible, except in cases of emergency, teachers will be given forty-eight (48) hours notice of meetings along with an agenda covering the purpose of such meetings. The hours for such professional meetings shall be no more than eighteen (18) in each semester.

B. The Board agrees that it should establish reasonable hours and loads in each level of the school system and shall endeavor to do so with the understanding that the administration will have the right in emergencies to go beyond the limits it established and will notify the Association of the reasons therefor.

C. (1) The teacher work year shall consist of 187 days.

(2) Make-up days due to schools closing on account of inclement weather shall be scheduled as full school days before June 1. Make-up days shall be scheduled as half-days after June 1. In years when a February vacation is included in the calendar, the first three (3) make-up days shall be scheduled during the February vacation. The next two (2) make-up days, if needed, shall be scheduled in June. Any additional make-up days which may be needed shall be scheduled before June.

D. At the discretion of the Board, the non-teaching duty period may be used as an alternate instructional period, but shall not be used as a regularly scheduled classroom period, or for compensatory education purposes, and shall not be solely used to reduce the number of teaching positions within the District. This period shall be subject to the supervision and direction of the Administration.

E. At the discretion of the Board, two (2) parent teacher conferences may be scheduled in the evening during the normal school year for a duration of not more than three (3) hours per evening. On the days of such evening conferences, afternoon schedules will be suspended after four (4) hours of work.

F. Teachers will be compensated for lost prep/lunch periods due to attendance at IEP/evaluation meetings after the first three (3) meetings per year.

(a) Teachers will be compensated for lost prep/lunch time, in the amount of \$10 for meetings lasting up to fifteen (15) minutes; \$20 for meetings lasting more than fifteen (15) minutes and up to thirty (30) minutes; \$30 for meetings up to forty-five (45) minutes and \$40 for meetings up to sixty (60) minutes.

(b) Individual teachers shall have a choice for compensation in cash or compensatory time to be decided at the beginning of the year and continue throughout the year.

- VI.A (4).
- (c) Before/after school meetings shall not apply to this provision, but shall apply to Article VI.F.
 - (d) Article VI.F shall expire June 30, 2010.

ARTICLE VII

TEACHER FACILITIES

- A. An air conditioning unit will be installed in each faculty room.

ARTICLE VIII

SPECIALISTS

- A. The Board recognizes that the teaching loads of specialist teachers should be educationally optimal and will endeavor to meet this obligation within the limits of its available resources.

ARTICLE IX

TEACHER EMPLOYMENT

- A. Teachers shall be notified of their contract and salary status for the ensuing year no later than April 30th.

- B. Teachers shall be entitled automatically to a written statement of reasons for termination and receive a hearing upon request.

ARTICLE X

SALARIES

- A. (1) The salaries of all teachers and nurses covered by this Agreement are set forth in Schedule A-1 which is attached hereto and made a part hereof.

(2) Salary guide column changes, based upon newly earned degrees or credits shall be effective on February 1 of each calendar year, where full documentation is submitted to the administration by January 15th of the same year. This shall in no way affect the practice of granting column change credit for September 15th payrolls which are fully documented by September 1 of each year.

B. EXTRA-CURRICULAR COMPENSATION:

Compensation for extra-curricular activities shall be made in a check separate from the regular payroll checks. Compensation rates and schedules shall be listed as Schedule A-2.

C. The mileage allowance paid to employees will be as noted below and will be paid in accordance with Board policy. The mileage rate to be paid to employees will be in accordance with the Sidebar Agreement (Appendix A, page 28).

ARTICLE XI

TEACHER ASSIGNMENT

A. All teachers shall be given written notice of their salary schedules, class and/or subject assignments, building assignments and room assignments for the forthcoming year not later than the day before the last day of school. In case of emergency when a change in that assignment is necessary, the administration shall immediately notify the teacher and the Association in writing of the change and the reasons for that change.

B. When a new teacher is hired with the same certification and for the same position as a previously-hired "replacement teacher," the new teacher will be considered the replacement teacher and the previously-hired teacher is now considered non-replacement.

ARTICLE XII

TEACHER EVALUATION

A. (1) All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The use of eavesdropping, public address, audio systems, and similar surveillance devices shall be permitted provided an operative beeper is used.

(2) A teacher shall be given a copy of any class visit or evaluation report prepared by his evaluators no later than ten (10) days following the class visit and at least one (1) day before any conference to discuss it. No such report shall be submitted to the central office, placed in the teacher's

file or otherwise acted upon without prior conference with the teacher. No teacher shall be required to sign a blank or incomplete evaluation form. In the event a teacher wishes to attach any comments to the evaluation form, such comments must be prepared and attached no later than ten (10) days following the conference.

B. (1) Except for recommendations which shall be sealed, a teacher has the right to examine his or her file at reasonable times and to attach comments as a part of the permanent record to any item with which he disagrees. Any comments with respect to a class visit or evaluation report will be made in accordance with Section A.2 of this Article. The principal or his representative shall be present at all such examinations of files.

(2) Copies of all items to be included in a teacher's file, except for recommendations, shall be given to the teacher. All items to be included in a teacher's file, except for recommendations, must be dated and initialed by both the principal and the teacher. The teacher's initials do not necessarily signify agreement with the contents of the documents.

C. (1) Any complaints regarding a teacher made to any member of the administration by any parent, student, or other person and of which a notation is placed in the file shall be promptly called to the attention of the teacher. The teacher shall be given an opportunity to respond to and/or rebut such complaint, and shall have the right to be represented by the Association at any other meetings or conferences regarding such complaint at which disciplinary action may be contemplated.

ARTICLE XIII

EMPLOYEE BENEFITS

All employee benefits presently existing and unchanged by this Agreement shall remain in effect for the life of the Agreement.

ARTICLE XIV

SUBSTITUTES

- A. Teachers shall not be required to substitute in periods in which they would otherwise be free except in emergencies, when they shall be paid at the rate of \$35 per hour.
- B. Teachers with long-term overloads shall be compensated at the rate equal to one-sixth (1/6) of that teacher's daily pay per period taught. Teachers with long-term overloads shall receive

compensation even when absent as long as said teachers continue to submit lesson plans, grade tests and perform other related classroom responsibilities. Therefore these teachers will not be required to submit monthly vouchers.

ARTICLE XV

PROFESSIONAL RELATIONS COMMITTEE

A. A Professional Relations Committee shall be established composed of equal numbers of representatives of the Administration and the Association which may discuss any question of a professional nature which either party wishes to raise; whose decisions, when reached, shall be nonbinding but may give rise to recommendations to the Board or other appropriate bodies. In the event that a question remains unsettled after discussion, either party may inform the Board of the disagreement, its views and reasons, so long as the other party receives a copy of such communication. Members shall be selected by each party without veto by the other. A sub-committee of appropriate size shall be established for each school.

ARTICLE XVI

MAINTENANCE OF CLASSROOM CONTROL AND DISCIPLINE

A. (1) A definition of the duties and responsibilities of all administrators, coordinators, supervisors and other personnel pertaining to student discipline shall be reduced to writing by the Superintendent and presented to each teacher at the start of each school year.

B. (1) An appropriate student disciplinary procedure shall be developed for each school building by its Faculty Advisory Board. Said procedure shall be submitted to the building faculty for approval and then to the building principal. The procedure shall be subject to the approval of the building principal and the Superintendent prior to its implementation.

(2) In the event the building principal and/or the Superintendent rejects the proposed procedure, the same will be returned to the Faculty Advisory Board which shall then resubmit the procedure along with any changes in the manner noted in B.1. above. The decision of the Superintendent on the resubmitted procedure shall be final.

ARTICLE XVII

INSURANCE PROTECTION

A. (1) The Board will continue to pay all premiums for full family coverage under the present plan. Effective July 1, 2008, the Board shall provide the State Educator's Health Benefits Plan, Direct 10 for medical. The Board shall establish a Section 125 Cafeteria Plan, pursuant to the rules and regulations of the Internal Revenue Service. Employees who submit proof to the Board and Matawan Regional Teachers Association of substitute coverage shall be permitted to waive medical insurance coverage in return for a \$2,000 payment for husband/wife coverage or \$2,500 for family coverage each year. Submission of proof and request to waive coverage must be completed on or before May 1, in the school year prior to the waiver. Payments for waiver shall be made in two equal installments in January and June of the school year for which coverage was waived. Employees will have the right to opt in/out of the section 125 Cafeteria Plan each year by following the established procedure. In the event the Board seeks to change carriers during the course of the agreement, the Board must provide equal to or better coverage for the benefit plan in effect as of July 1, 2008, under the School Employee's Health Benefit Plan, Direct 10.

(2) The co-pay for in-network physicians in the School Employees' Health Benefits Plan shall be \$10.

(3) Upon separation from employment with the District, employee medical benefits shall be discontinued upon the effective date of resignation/retirement or termination of employment. The District, at its option, may provide coverage beyond the effective date on a case by case basis.

B. The Board will continue to pay all premiums to provide to each employee for the duration of this Agreement the New Jersey Dental Service Plan (known as the Delta Incentive Plan) family coverage. The maximum accumulated benefit shall be \$2,000 per year for Premier coverage and at least \$2,000 per year for Preferred coverage. The dental cap shall be fixed at the rates in effect on June 30, 2010, which shall reflect the full actual costs to the Board of the benefit for each employee. As part of the Section 125 Cafeteria Plan, pursuant to the rules and regulations of the Internal Revenue Service, employees who submit proof to the Board and Matawan Regional Teachers Association of substitute coverage shall be permitted to waive dental insurance coverage in return for a \$100 payment. Submission of proof and request to waive coverage must be completed on or before May 1, in the school year prior to the waiver. Payments for waiver shall be made in two equal installments in January and June of the school year for which coverage was waived. Employees will have the right to opt in/out of the section 125 Cafeteria Plan each year by following the established procedure.

C. (1) The Board will pay up to the sum of \$150.00 per employee per annum for direct optical reimbursement for employees and their dependents.

(2) The Board will pay all premiums for full family coverage for a mandatory generic prescription card with required co-payments of \$ 5.00 for generic drugs, \$ 15.00 for brand-name drugs and \$5.00 for mail order. Effective July 1, 2008, the Board shall provide the State Educator's Health Benefits Plan, Stand Alone Prescription plan. The Board will pay all premiums for full family coverage

with required co-payments of \$ 3.00 for generic drugs, \$ 10.00 for preferred drugs and \$5.00 for generic drugs and \$15 for preferred drugs for mail order. Major medical coverage of prescription co-pay amounts shall not be provided. As part of the Section 125 Cafeteria Plan, pursuant to the rules and regulations of the Internal Revenue Service, employees who submit proof to the Board and Matawan Regional Teachers Association of substitute coverage shall be permitted to waive prescription insurance coverage in return for a \$500 payment. Submission of proof and request to waive coverage must be completed on or before May 1, in the school year prior to the waiver. Payments for waiver shall be made in two equal installments in January and June of the school year for which coverage was waived. Employees will have the right to opt in/out of the section 125 Cafeteria Plan each year by following the established procedure. In the event the Board seeks to change carriers during the course of the agreement, the Board must provide equal to or better coverage for the benefit plan in effect as of July 1, 2008, under the School Employee's Health Benefit Plan, Stand Alone Prescription Plan.

D. Any employee on an authorized unpaid sick leave of absence shall continue to have his/her health benefits (medical, dental, prescription, and optical plans) premiums paid for by the Board while on such an authorized sick leave.

ARTICLE XVIII

DEDUCTIONS FROM SALARY

A. (1) The Board agrees to deduct from the salaries of its teachers, dues for the Matawan Regional Teachers Association, the Monmouth County Education Association, the New Jersey Education Association, and the National Education Association, or any one or any combinations of such Associations as said teachers individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967 (N.J.S.A. 52:14-15.9e) and under rules established by the State Department of Education. Said monies, together with records of any corrections, shall be transmitted to the treasurer of the Matawan Regional Teachers Association by the fifteenth (15th) of each month following the monthly pay period in which deductions were made. The Association treasurer shall disburse such monies to the appropriate association or associations. Teacher authorizations shall be in writing in the form set following:

AUTHORIZATION

TO DEDUCT ASSOCIATION MEMBERSHIP DUES

Name _____ Social Security No. _____

School Building _____ District _____

To: Disbursing Officer-Matawan Aberdeen Regional Board of Education

I hereby request and authorize the above named disbursing officer to deduct from my earnings an amount sufficient to provide for the payment of those yearly membership dues as certified by the organizations indicated in equal monthly payments for all or part of the current school year and for succeeding school years. I understand that the disbursing officer will discontinue such deductions only if I file such notice of withdrawal as of the January 1st next succeeding the date on which notice of withdrawal is filed. I also agree that upon termination of employment, the disbursing officer shall deduct any remaining amount due for that current school year. I hereby waive all right and claims for said monies so deducted and transmitted in accordance with this authorization, and relieve the governing board and all its officers from any liability therefor.

I designate the Matawan Regional Teachers Association to receive dues and distribute according to the organization(s) indicated:

Matawan Regional Teachers Association _____

Monmouth County Education Association _____

New Jersey Education Association _____

National Education Association _____

(2) Each of the associations named above shall certify to the Board, in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

(3) Additional authorizations for dues deduction may be received after August 1 under rules established by the State Department of Education.

(4) A. The filing of notice of a teacher's withdrawal shall be prior to December 1 and become effective to halt deductions as of January 1 next succeeding the date on which notice of withdrawal is filed.

B. Teachers shall have the right to have deductions made from their salaries upon written authorization for deposit in their account in the First Financial Credit Union.

C. Payroll deductions for Tax Sheltered Annuity Programs shall be provided for those teachers expressing an interest in participating in such a program. No more than one (1) change may be

(1) If by Association, to Board at Crest Way, Aberdeen, NJ 07747.

(2) If by Board, to Association at Aberdeen Townsquare Shopping Center,
1075 B Highway 34, Aberdeen, NJ 07747.

I. Employees shall be permitted to submit claims to the Board for damage to personal property as a result of actions taken by others on school grounds against the employee's property. The Board agrees to review the employee's claim for such losses; and subject to the employee's verification as to the cause of the damage, the Board shall determine the appropriate level of reimbursement.

ARTICLE XX

TERMINAL LEAVE

A. Terminal leave shall be granted to all teachers with thirty (30) years of service in the District as of July 1, 2005 retiring after ten (10) years of continuous service in the Matawan-Aberdeen Regional School District in an amount equivalent to one-half ($\frac{1}{2}$) month's salary providing that said teachers meet the following conditions:

- (1) That they are members of a New Jersey State Plan that provides a pension based on their school district employment.
- (2) That they have applied for and received approval for retirement benefits from said plan.

This payment shall be made to the individual's 403(b) plan.

B. The payment for unused sick leave earned in the district shall be granted to all teachers retiring after ten (10) years of continuous service in the Matawan-Aberdeen Regional School District in the amount of fifty-five (\$55.00) dollars per day. This payment shall be made to the individual's 403(b) plan.

C. In the event an employee with at least ten (10) years of continuous service in the Matawan-Aberdeen Regional School District dies while employed by the Board, his/her estate shall receive a) terminal leave payments in an amount in accordance with the provisions of Section A of this Article and b) payment for unused sick leave in accordance with the provisions of Section B of this Article.

ARTICLE XXI

ABSENCE AND FORFEITURE OF SALARY

A. NON-PROMOTION IN SALARY BECAUSE OF ABSENCE

A member of the teaching staff who has been absent from school during the previous school year, whether such absence has been excused or not, shall be given credit on the guide for the year in question in accordance with the following schedule:

- (1) Absences up to and including sixty (60) days - full credit.
- (2) Absences between sixty one (61) days and one hundred twenty (120) days - half step credit.
- (3) Absences in excess of one hundred twenty (120) days - no credit.

B. APPROVED REASONS FOR ABSENCE

Teachers shall attend their duties faithfully and shall not be absent therefrom except for personal illness or for other good and sufficient reasons authorized by these Board rules and regulations, or approved by the Superintendent or the Board. Teachers absent from school duty shall forfeit full per diem salary during such absence except as hereinafter provided.

C. SICK LEAVE

(1) Sick leave is hereby defined to mean the absence from his or her post of duty, of any person covered by N.J.S.A. 18A:30-2 because of personal disability due to illness or injury or because he or she has been excluded from school by the school district's medical authorities on account of a contagious disease or of being quarantined for such a disease in his or her immediate household (N.J.S.A. 18A:30-1).

(2) A teacher absent from school because of personal illness shall suffer no deduction of pay for each of the first ten (10) days of absence in any school year.

(3) If any teacher requires less than ten (10) days of sick leave in any school year, the number of days not utilized that year shall be accumulated to be used for additional sick leave if needed in subsequent years.

(4) Teachers shall be given a written accounting of their accumulated sick leave days no later than September 15th of each school year.

D. ON THE JOB INJURY

(1) Whenever any full time employee of the Matawan-Aberdeen Regional School District is

absent from his post of duty as a result of personal injury caused by an accident arising out of and in the course of his employment, such employee shall receive his full salary or wages for the period of such absence for up to one (1) calendar year without having such absence charged to the annual sick leave or the accumulated sick leave.

(2) Any amount of salary or wages paid or payable to the employee pursuant to this policy shall be reduced by the amount of any worker's compensation award made for temporary disability. Salary or wage payments provided by the section shall be made for absence during the waiting period and during the period the employee received or was eligible to receive a temporary disability benefit under Chapter 15 of Title 34 of the Revised Statute.

E. ABSENCE FOR DEATH IN FAMILY

In case of the death of a parent, stepparent, brother, brother-in-law, sister, sister-in-law, husband, wife, child, stepchild, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandchild or a relative who is a member of the immediate household of a teacher, the teacher shall be excused, without loss of pay provided the absence does not exceed seven (7) consecutive calendar days.

F. ABSENCE FOR DEATH OF RELATIVE

In case of the death of a relative not included in the above section, a teacher shall be excused for the day of the funeral without loss of pay. The definition of relative in this section shall include the following: grandfather, grandmother, uncle, aunt, nephew, niece, and cousin. If any of the above happen to be members of the immediate household of the teacher, the provision allowing seven (7) days absence applies.

G. ABSENCE BY REASON OF QUARANTINE OR COURT ORDER

A teacher absent from school by reason of quarantine by the Board of Health, or in compliance with the requirements of a subpoena shall not suffer deductions in pay for such absence. THE ASSOCIATION AGREES THAT THIS RULE DOES NOT APPLY TO SUBPOENAS FOR ATTENDANCE AT ARBITRATION PROCEEDINGS. Any employee absent because of a subpoena to appear at a legal proceeding shall suffer no deductions in pay except where the relevant employee is himself/herself a person in interest, either directly or on behalf of another person or organization representing the subpoenaed person in an action against the Board.

H. ABSENCE FOR APPEARANCE BEFORE MILITARY OR SELECTIVE SERVICE OFFICIALS

No pay shall be deducted for absence for appearance before military or selective service officials concerning draft or enlistment. Such leave will be in addition to sick leave. One (1) day only is to be allowed.

I. ABSENCE IN CASE OF SERIOUS FAMILY ILLNESS

In case of absence because of illness of a parent, brother, sister, husband, wife, child, mother-in-

law, father-in-law, or a relative who is a member of the immediate household of the teacher, the teacher may be excused without loss of pay, provided the absences do not exceed three (3) days in any school year.

J. PERSONAL DAYS

Teachers shall enjoy two undesignated personal days per year. They shall suffer no loss of pay and no approval shall be required. These days shall be non-accumulative as personal days.

Teachers shall give their principal at least one (1) day's notice. The building principal, in his discretion, may waive the notice requirement in the event of an emergency.

No more than five (5) teachers in an elementary or middle school or ten (10) teachers in the high school may be out on any one day without the prior approval of the principal and the Superintendent.

Any unused undesignated personal days shall be added on to the individual's accumulated sick leave.

K. REPORT OF ABSENCE

A teacher who is absent from duty because of personal illness, death in the family, quarantine, appearance before military or selective service officials, or in compliance with the requirements of a court, shall notify the principal as early as possible, and notification shall be given in advance where possible. A teacher who is absent from duty for any other reason shall first secure permission from the Superintendent through the principal. The teacher shall, in reporting absence for personal illness, communicate to the principal the probable duration of the illness.

A teacher who has been absent for two (2) days or more shall, before the end of the school day prior to the return, notify the principal of his expected return.

L. EXAMINATION

The school physician shall examine all cases of absence for personal illness upon the request of the Superintendent or the Board unless the teacher prefers to arrange for an examination by the teacher's personal physician. If the absence because of personal illness exceeds ten (10) days in a calendar month, certification of such illness by the school physician or by the teacher's personal physician may be required.

ARTICLE XXII

LEAVE OF ABSENCE

A. APPROVED REASONS FOR LEAVE OF ABSENCE:

Leaves of absence shall be granted only for the following reasons:

- (1) Personal illness including on-the-job injury.
- (2) Death in the immediate family as defined in Article XXI, Section E.
- (3) Death of relative as defined in Article XXI, Section F.
- (4) Quarantine or court subpoena.
- (5) Maternity/Paternity.
- (6) Personal business.

B. LEAVE OF ABSENCE FOR PERSONAL ILLNESS

Leave of absence for personal illness may be granted a teacher by the Board. A leave of absence shall not be granted because of personal illness unless the applicant submits the form prescribed by the Board, signed by a regularly licensed Doctor of Medicine, which in all cases shall give such information as will satisfy the Board that the absence is necessary. In case of mouth ailments, the certificate may be signed by a Doctor of Dental Science or Doctor of Dental Surgery.

C. MATERNITY/PATERNITY LEAVE

(1) The Board shall grant leaves of absence for medical reasons associated with pregnancy and birth to pregnant teachers on the same terms and conditions governing leaves of absence for other illness or medical disabilities as set forth in N.J.S.A. 18A:30-1 et seq. and the rules, regulations and policy statements and this Agreement.

(2) It is recognized that a teacher's maternity leave application involves both a disability phase and a child care phase. The disability phase is that period of time, both pre-natal and post-natal, during which a physician certifies inability to work. The child care phase is that period of time selected by the teacher which follows the disability phase during which time the teacher voluntarily suspends her teaching career to care for the newborn child. The child care leave shall also be available to an adoptive parent or the father of a newborn infant.

(a) DISABILITY PHASE: Any tenured or non-tenured teacher seeking a leave of absence on the basis of medical reasons associated with pregnancy or birth shall apply to the Board. At the time of application, which shall be made upon sixty (60) days' notice to the Board, the teacher shall specify in writing, the date on which she wishes to commence leave and the date on which she wishes to return to work after the birth. The Board shall require any teacher to produce a certificate from a physician in support of the requested leave dates. Where medical opinion is supportive of the leave dates requested, such request shall be granted by the Board. It is understood that the disability period as certified jointly by the teacher's and the Board's physicians may be treated as compensable sick leave time at the option of the teacher.

(b) CHILD CARE PHASE: Where the requested leave dates are beyond the period of disability associated with pregnancy and is for child care purposes as defined above, the tenured teacher shall be granted, at his/her discretion, a leave for (1) the balance of the school year in which the birth or adoption occurred, or (2) the balance of the school year in which the birth or adoption occurred and the entire following school year. Any further extensions of child care leave shall be discretionary with the Board.

The Board need not grant or extend the leave of absence of any non-tenured teacher beyond the end of the contract school year in which the leave is obtained.

(3) A teacher returning from pregnancy leave of absence shall be entitled to all benefits to which teachers returning from other types of sick or disability leave would be entitled. Nothing contained herein shall be construed to require the Board to grant tenure to any non-tenured employee who would not otherwise have been granted tenure or to offer a new contract for a new school year to any non-tenured employee who would not have been otherwise offered such a contract.

(4) No tenured or non-tenured teacher shall be barred from returning to work after the birth of her child solely on the ground that there has not been a stated or prescribed lapse of time between that birth and her desired date of return except as is provided herein. Nothing contained in this article shall be construed to preclude the Board from requiring any teacher, after birth of her child, to produce a certificate from her physician showing that she is physically capable of resuming her duties.

D. LEAVE OF ABSENCE FOR OTHER REASONS

Leave of absence with pay will be granted only for reasons specifically mentioned in this Agreement. A leave of absence with full loss of pay shall be granted for any other emergency or urgent reason upon written application to the building principal. For the protection of the employee and for proper payroll accounting and audit, every absence must be accounted for in writing.

E. LEAVE OF ABSENCE FOR MILITARY OR NAVAL SERVICE

Leave of absence shall be granted for entry into military or naval service in accordance with N.J.S.A. 18A:6-33.

ARTICLE XXIII

SABBATICAL LEAVE

A. Sabbatical leave for a full year shall be granted to one (1) teacher per year.

B. A teacher, in order to be eligible for a sabbatical leave, shall have been employed in the school

district for a minimum of seven (7) years at the time the requested leave is to commence.

C. A sabbatical leave shall be granted only for a reasonable educational purpose. The teacher shall present a report upon completion of the sabbatical.

D. A teacher on sabbatical leave shall receive one-half of the salary which the teacher would have received had he remained in the district.

E. The teacher will submit an application in writing on forms provided. The application shall be filed with the Superintendent on or before March 15th of the school year preceding the school year in which the sabbatical leave is to commence. The sabbatical leave shall be granted on the basis of seniority in the school district. A staff member shall be precluded from taking a second sabbatical leave if another applicant has not previously been granted such a leave.

F. Subject to limitations provided by law, pension and insurance payments will be deducted from the salary of the teacher while he is on leave, based on one hundred (100%) percent of his contractual salary; and health benefits for the year will be paid as if the teacher were not on leave.

G. Salary payments will be made on the same basis as the regular staff. Payments will not be made in advance.

H. Sick leave shall not accrue while on leave.

I. In the event of serious and/or lengthy illness which prevents the start or completion of the sabbatical program, the teacher will apply for normal sick leave, and/or other leave, if necessary, at which time the Board's sabbatical salary contribution shall cease.

J. A teacher who is granted a sabbatical leave shall, upon completion of the sabbatical, either return to the district or shall reimburse the Board for all salary received while on leave.

K. Credit on the salary guide shall be earned by the teacher while on sabbatical leave.

ARTICLE XXIV

TUITION REIMBURSEMENT

A. Teachers will be reimbursed for job or certificate related graduate courses taken and successfully completed to a maximum of one thousand two hundred- fifty (\$1,250) dollars per year per person. Effective for the Spring semester 2008, employees currently enrolled in a course will receive an additional \$100 for a total of one thousand three hundred- fifty (\$1,350) dollars. Effective July 1, 2008, the maximum reimbursement shall increase to one thousand four hundred-fifty (\$1,450) dollars per year and the total tuition reimbursement for the teaching staff shall be capped at \$75,000 for the 2008-09 school year. Effective July 1, 2009, the maximum reimbursement shall increase to one thousand five hundred-fifty (\$1,550) dollars per year and the total tuition reimbursement for the teaching staff shall be

capped at \$85,000 for the 2009-10 school year. The parties have developed a procedure and formula (see Appendix B, page 47) for the equitable distribution of the tuition reimbursement pool of money.

B. In order to avoid a duplication of benefits from public funds, those courses taken under the Veterans Benefit Act, National Science Foundation Grants, NDEA grants or other public scholarship and aids shall not apply.

C. Actual reimbursement will follow within sixty (60) days of submission of official transcript and tuition payment receipts, provided a grade of B or better is attained. In the case of a pass-fail grading system, pass is acceptable.

ARTICLE XXV

MANAGEMENT RIGHTS CLAUSE

A. The Board, on its own behalf and on the behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, and of the United States, including but without limiting the generality of the foregoing, the right:

(1) To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees while said employees are engaged in the performance of their duties.

(2) To hire all employees and subject to the provisions of the law, to determine their qualifications, and the conditions for their continued employment, or their dismissal or demotion; and to promote, and transfer all such employees, to relieve employees from duty because of lack of work or other legitimate reasons. Where the Board has adopted procedures in the above areas, the Board will follow said procedures.

(a) The Board of Education shall have full discretion regarding salary guide placement of new hires.

(3) To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary or advisable by the Board.

(4) To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature. Where the Board has adopted procedures in the above areas, the Board will follow said procedures.

(5) To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto.

(6) To take whatever action may be necessary to carry out the mission of the school district in situations of emergency.

B. The exercise of the foregoing powers, right, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and expressed terms of this Agreement and then only to the extent such specific and expressed terms hereof are in conformance with the Constitution and laws of the State of New Jersey, and the Constitution and laws of the United States.

C. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the New Jersey School Laws or any other national, state, county, district, or local laws or regulations as they pertain to education.

ARTICLE XXVI

NO REPRISAL CLAUSE

A. The Board and the Association mutually agree that there shall be no reprisals of any kind by either party against any member of the Board, administrator, teacher, parent, student, substitute teacher, or any other employee of the Board or other persons as a result of any action taken by any party or individual during the course of the strike. This includes any teacher bringing any action for "make-up days" or an extension of their work year as a result of time lost during the strike.

ARTICLE XXVII

DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 2007 and shall continue in effect until June 30, 2010.

B. The terms of this Agreement are retroactive to July 1, 2007, except as specified otherwise.

C. This Agreement shall not be extended orally and it is expressly understood that it shall expire at midnight on June 30, 2010.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

MATAWAN-ABERDEEN REGIONAL BOARD OF EDUCATION

ATTEST:

Susan Irons
SUSAN IRONS, Secretary

By: Patricia Demarest
PATRICIA DEMAREST, President

MATAWAN REGIONAL TEACHERS ASSOCIATION

ATTEST:

Edward Kornberg
EDWARD KORNBERG, Secretary

By: Carl Kosmyna
CARL KOSMYNA, President

APPENDIX A SIDEBAR AGREEMENT

WHEREAS, the Matawan-Aberdeen Regional School District Board of Education and the Matawan Regional Teachers Association (MRTA) wish to resolve the outstanding dispute concerning mileage reimbursement for unit employees covered under the Collective Bargaining Agreement for all unit members; and

WHEREAS, the parties agree to comply with the terms of this Sidebar Agreement for the duration of the Collective Bargaining Agreement, which shall expire on June 30, 2010.

IT IS HEREBY AGREED AS FOLLOWS:

1. The Matawan Regional Teachers Association agrees to withdraw, with prejudice, any and all litigation including, but not limited to, any grievance/arbitration or unfair practice seeking an increase to the current \$.31 per mile reimbursement for employees mileage beginning July 1, 2008, naming the Matawan-Aberdeen Regional School District Board of Education as respondents/defendants.
2. The parties agree that in view of the current administrative interpretation of the District's legal authority to pay reimbursement for employee mileage, mileage will be reimbursed at the rate of \$.31 per mile, provided that such rate shall be adjusted and the Collective Bargaining Agreement shall be modified to provide mileage reimbursement at the Internal Revenue Service rate, prospectively, in the event any administrative agency or court determines that school districts have the legal authority to reimburse employees for mileage at a higher rate, or a statute or regulation is enacted or promulgated to provide for such authority. In addition, if any such determination, legislation or regulation authorizes school districts to provide reimbursement for employee mileage at a rate above \$.31, but less than the Internal Revenue Service rate, the rate shall be prospectively adjusted and the Collective Bargaining Agreement shall be deemed to be modified to provide for that rate.
3. All other provisions of the Collective Bargaining Agreement shall remain in full force and effect.
4. Upon expiration of the current Collective Bargaining Agreement, this Sidebar Agreement shall remain in effect until otherwise negotiated by the parties.
5. The parties have authorization to execute this Sidebar Agreement from their respective members.

Matawan-Aberdeen Regional School District
Board of Education

Dr. Richard O'Malley
Superintendent of Schools

Matawan Regional Teachers Association

Carl Kosmyna, President

APPENDIX B

Procedure for Tuition Reimbursement

- The total amount allotted to tuition reimbursement shall be divided equally among all applicants for tuition reimbursement.
- Teachers enrolled in courses during the summer, fall and spring semesters must submit their reimbursement form on or before January 15 of the current school year.
- Teachers, who may enroll in any courses that begin in May &/or June that will conclude before June 30, must also submit their request for reimbursement on or before January 15.
- These deadlines are firm and will not be waived.
- The Board shall confirm the amounts to be paid with the Association no later than February 1.
- Actual reimbursement for summer and fall courses shall be made on or about March 1st when the official transcript and tuition payment receipts have been submitted and provided a grade of B or better is attained. In the case of a pass-fail grading system, pass is acceptable. Actual reimbursement for the spring courses shall be made within sixty (60) days of submission of official transcript and tuition payment receipts provided a grade of B or better is attained. In the case of a pass-fail grading system, pass is acceptable.

Tuition will only be reimbursed for courses taken from a duly authorized institution of higher learning licensed by the Commission of Higher Education or an out of state institution by the appropriate accrediting body recognized by the Council on Postsecondary Education or the United States Department of Education

SCHEDULE A-1

MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT TEACHERS AND NURSES SALARY SCHEDULE 2007-08

STEP	B.A. C	B.A.+30 D	MA E	MA+30 F	DOCT. G
1	42,500	47,500	49,680	52,000	56,500
2	42,650	47,650	49,830	52,150	56,650
3	42,800	47,800	49,980	52,300	56,800
4	42,950	47,950	50,130	52,450	56,950
5	43,100	48,100	50,280	52,600	57,100
6	43,250	48,250	50,430	52,750	57,250
7	43,400	48,400	50,580	52,900	57,400
8	44,440	49,440	51,620	53,940	58,440
9	45,940	50,940	53,120	55,440	59,940
10	47,570	52,570	54,750	57,070	61,570
11	51,540	56,540	58,720	61,040	65,540
12	57,140	62,140	64,320	66,640	71,140
13	63,000	68,000	70,180	72,500	77,000
14	68,800	73,800	75,980	78,300	82,800
15	75,710	80,710	82,890	85,210	89,710

Longevity: Upon the completion of twenty years of service to the district a teacher shall receive a longevity differential of \$500 per year. Upon the completion of twenty-five years of service to the district a teacher shall receive a longevity differential of \$900 per year.

- (a) The Board may withhold, for inefficiency or other good cause, any increment provided for in these guides by a recorded roll call majority vote of the full membership of the Board. It shall be the duty of the Board, within ten (10) days of the adoption of said action, to give written notice of said action, together with the reasons therefor to the Commissioner of Education in accordance with the provisions of N.J.S.A. 18A:29-14. The denial of an increment shall not be otherwise grievable or arbitrable.
- (b) In-Service Credits: Teachers who participate in the in-service program shall be given two (2) credits for each in-service course completed.

SCHEDULE A-1

MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT TEACHERS AND NURSES SALARY SCHEDULE 2008-2009

STEP	B.A. C	B.A.+30 D	MA E	MA+30 F	DOCT. G
1	43,550	48,550	50,730	53,050	57,550
2	43,750	48,750	50,930	53,250	57,750
3	43,950	48,950	51,130	53,450	57,950
4	44,150	49,150	51,330	53,650	58,150
5	44,350	49,350	51,530	53,850	58,350
6	44,550	49,550	51,730	54,050	58,550
7	44,800	49,800	51,980	54,300	58,800
8	45,840	50,840	53,020	55,340	59,840
9	46,950	51,950	54,130	56,450	60,950
10	48,580	53,580	55,760	58,080	62,580
11	52,570	57,570	59,750	62,070	66,570
12	57,690	62,690	64,870	67,190	71,690
13	63,520	68,520	70,700	73,020	77,520
14	69,700	74,700	76,880	79,200	83,700
15	77,040	82,040	84,220	86,540	91,040

Longevity: Upon the completion of twenty years of service to the district a teacher shall receive a longevity differential of \$600 per year. Upon the completion of twenty-five years of service to the district a teacher shall receive a longevity differential of \$1,000 per year.

- (a) The Board may withhold, for inefficiency or other good cause, any increment provided for in these guides by a recorded roll call majority vote of the full membership of the Board. It shall be the duty of the Board, within ten (10) days of the adoption of said action, to give written notice of said action, together with the reasons therefor to the Commissioner of Education in accordance with the provisions of N.J.S.A. 18A:29-14. The denial of an increment shall not be otherwise grievable or arbitrable.
- (b) In-Service Credits: Teachers who participate in the in-service program shall be given two (2) credits for each in-service course completed.

SCHEDULE A-1

MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT TEACHERS AND NURSES SALARY SCHEDULE 2009-2010

STEP	B.A. C	B.A.+30 D	MA E	MA+30 F	DOCT. G
1	44,650	49,650	51,830	54,150	58,650
2	44,950	49,950	52,130	54,450	58,950
3	45,250	50,250	52,430	54,750	59,250
4	45,550	50,550	52,730	55,050	59,550
5	45,850	50,850	53,030	55,350	59,850
6	46,150	51,150	53,330	55,650	60,150
7	46,450	51,450	53,630	55,950	60,450
8	47,490	52,490	54,670	56,990	61,490
9	48,630	53,630	55,810	58,130	62,630
10	49,780	54,780	56,960	59,280	63,780
11	53,500	58,500	60,680	63,000	67,500
12	58,740	63,740	65,920	68,240	72,740
13	64,520	69,520	71,700	74,020	78,520
14	71,300	76,300	78,480	80,800	85,300
15	78,400	83,400	85,580	87,900	92,400

Longevity: Upon the completion of twenty years of service to the district a teacher shall receive a longevity differential of \$800 per year. Upon the completion of twenty-five years of service to the district a teacher shall receive a longevity differential of \$1,500 per year.

- (a) The Board may withhold, for inefficiency or other good cause, any increment provided for in these guides by a recorded roll call majority vote of the full membership of the Board. It shall be the duty of the Board, within ten (10) days of the adoption of said action, to give written notice of said action, together with the reasons therefor to the Commissioner of Education in accordance with the provisions of N.J.S.A. 18A:29-14. The denial of an increment shall not be otherwise grievable or arbitrable.
- (b) In-Service Credits: Teachers who participate in the in-service program shall be given two (2) credits for each in-service course completed.

SCHEDULE A-2

MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT EXTRA-CURRICULAR COMPENSATION 2007-2008

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>
Director of Athletics	10,810	11,750	12,680
Assistant Director of Athletics ¹	8,330	9,170	9,830
Associate Director of Athletics ²	8,170	8,940	9,740
Faculty Manager	6,360	7,270	8,150
Equipment Manager	4,910	5,460	6,050
Athletic Trainer	11,180	12,360	12,910
Group I Sports			
A. Football, Basketball,			
Girls' Basketball	8,430	9,040	9,150
Assistants	5,720	6,270	6,620
B. Baseball, Track, Girls' Track, Softball, Wrestling, Soccer,			
Girls' Field Hockey,	6,190	7,060	7,690
Cheerleaders (per season)	3,100	3,530	3,850
Dance Team (per season)	3,100	3,530	3,850
Assistants	4,630	5,100	5,650
Cheerleaders (per season)	2,320	2,550	2,830
Group II Sports			
Boys' Cross Country,			
Girls' Cross Country			
Winter Track (Boys/Girls),	5,090	5,650	6,200
Assistants	4,250	4,740	5,360
Group III Sports			
Bowling (Boys/Girls), Golf,			
Boys' Tennis, Girls' Tennis,			
Gymnastics	4,650	5,000	5,490
Assistants	4,130	4,500	5,000

¹ Three release periods.

² One release period.

Where paid ticket sellers are used, ticket sellers at all athletic events shall be paid at the rate of \$62.50 per game. Volunteers may be used at the discretion of the Board of Education.

INTRAMURAL ACTIVITY PROGRAM

MIDDLE SCHOOL

Bowling Club	910 each
Two Hand Touch (2)	910 each
Softball (2)	910 each
Winter Intramurals (4)	910 each
Fall Intramurals (2)	910 each
Spring Intramurals	910 each
Special Olympics	
Fall	910 each
Winter	910 each
Spring	910 each

COMPENSATION FOR NON-ATHLETIC ACTIVITY

Adult High School Coordinator	12,520
Computer Equipment Manager	4,670
Director Of Music	1,520
Educational Technology Support	10,610
Local Professional Development Committee	1,130
Mentoring teachers – Alternate Route	840 – 1,040
Mentoring teachers – Traditional Route	520 – 790

HIGH SCHOOL

Academic Challenge	1,220
Afro-American Student Union	1,130
Assistant Band Director	2,690
Assistant Guard	3,470
Audio Visual Department	2,930
Band Director	6,460
Calculus Club	1,130
Chamber Choir	4,110
Chess Club	1,220
D.E.C.A.	0
Drama Coach	2,940
Drill Instructor	3,470
Environmental Club	1,220
F.B.L.A.	0
For. Lang. Honor Soc.	1,130
Forensics	3,370
Freshmen Class Advisor	1,160
Guard Instructor	3,470
H.O.S.A.	0
History & Govt. Club (3) or (1) @ full \$ value	2,240

Honor Society	1,220
Honors Math Club	1,130
Interact Club	1,130
Jazz Band Director	2,690
Junior Class Advisor (2) or (1) @ full \$ value	1,520
Junior Statesman of America	1,130
Key Club	1,310
Library Club	1,220
Literary Journal	1,780
Marching Band	1,690
Mock Trial	1,130
MRHS News	4,790
Peer Leadership – Assistants	2,280
Peer Leadership	4,010
Pep Club	1,130
Percussion	3,470
Physics Club	1,130
Radio Club	1,130
SADD	1,220
Senior Class Advisor (2) or (1) @ full \$ value	1,910
Ski Club	0
Sophomore Class Advisor	1,220
Student Accounts	1,220
Student Council	4,430
Telecommunications Club	1,130
TV Studio	4,960
V.I.C.A.	0
Winter Guard Assistant Director	1,410
Winter Guard Director	1,410
Work Study	4,090
Yearbook and Business Manager	4,790

HIGH SCHOOL

Fall Drama

Producer/Director	4,390
Production Assistant	1,180
Production Design/Construction	2,990

Spring Musical

Choreographer	2,630
Consultant	1,180
Musical Director	2,990
Producer/Director	5,860
Production Assistant	1,180
Production Design/ Construction	3,570
Technical Director	2,280
Vocal Director	2,990

Summer Production

Choreographer (2)	2,630
Director	5,310
Director/Coordinator	5,860
Musical Director	2,990
Production Assistant	1,180
Production Design/Construction	3,570
Technical Director	2,280
Vocal Director	2,990

Coordinator of Student Personnel Services	11,520
Coordinator of Student Services	12,520 ¹

¹ Three release periods

Substance Awareness Coordinator	5,050 *
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* Add'l compensation per negotiated agreement

Department Chairpersons:

(Mathematics, Science, Social Studies, Physical Ed./Health, English, Foreign Language, Business, Industrial and Vocational Arts, Fine Arts, Special Education, EOC, Adult High School 1 - 5 in Department	4,390
Each Additional Person	330
Summer work	40/hr
Physical Education Facilitator	2,460

MIDDLE SCHOOL

6th Grade Class Advisor	1,130
7th Grade Class Advisor	1,130
8th Grade Class Advisor	1,130
Academic Bowl Advisor	1,130
Afro-American Student Union	1,130
Ass't Band Director	1,520
Audio Visual Department	1,780
Band	2,930
Builders Club	1,220

Business Club	0
Cheerleaders	1,130
Coordinator of Student Services	12,520 ¹
¹ Three release periods	
Environmental Club	1,220
Library Club	1,220
Literary Club	1,130
Literary/Art Magazine	1,780
Math Club	1,130
Multi-Cultural Club	1,130
Peer Leadership Assistant	2,280
School Newspaper	1,780
Science Club	1,070
Ski Club	0
Student Organization	1,780
Technology Club	1,070
Vocal Chorus	1,780
Willow Tree	2,250
World Language Club	1,130
Yearbook Advisor	3,610
<u>Unit Leaders</u>	
1-7 in unit	4,390
each additional person	330
Summer work	40/hr

Theater Arts

Choreographer	2,600
Consultant	1,180
Director	5,410
Musical Director	2,770
Production Assistant	1,180
Production Design/Construction	2,650
Technical Director	2,280
Vocal Director	2,770

ELEMENTARY SCHOOLS

Administrative Assistants	1,500
Clubs	960
Parent Resource Mgr.	900
Safety Patrol (One per building)	840

SCHEDULE A-2

MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT EXTRA-CURRICULAR COMPENSATION 2008-2009

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>
Director of Athletics	11,030	11,990	12,930
Assistant Director of Athletics ¹	8,500	9,350	10,030
Associate Director of Athletics ²	8,330	9,120	9,930
Faculty Manager	6,490	7,420	8,310
Equipment Manager	5,010	5,570	6,170
Athletic Trainer	11,400	12,610	13,170

Group I Sports

A. Football, Basketball,

Girls' Basketball	8,600	9,220	9,330
Assistants	5,830	6,400	6,750

B. Baseball, Track, Girls' Track,

Softball, Wrestling, Soccer, Girls' Field Hockey,	6,310	7,200	7,840
Cheerleaders (per season)	3,160	3,600	3,930
Dance Team (per season)	3,160	3,600	3,930
Assistants	4,720	5,200	5,760
Cheerleaders (per season)	2,370	2,600	2,890

Group II Sports

Boys' Cross Country,

Girls' Cross Country

Winter Track (Boys/Girls),	5,190	5,760	6,320
Assistants	4,340	4,830	5,470

Group III Sports

Bowling (Boys/Girls), Golf,

Boys' Tennis, Girls' Tennis,

Gymnastics	4,740	5,100	5,600
Assistants	4,210	4,590	5,100

¹ Three release periods.

² One release period.

Where paid ticket sellers are used, ticket sellers at all athletic events shall be paid at the rate of \$ 62.50 per game. Volunteers may be used at the discretion of the Board of Education.

INTRAMURAL ACTIVITY PROGRAM

MIDDLE SCHOOL

Bowling Club	930 each
Two Hand Touch (2)	930 each
Softball (2)	930 each
Winter Intramurals (4)	930 each
Fall Intramurals (2)	930 each
Spring Intramurals	930 each
Special Olympics	
Fall	930 each
Winter	930 each
Spring	930 each

COMPENSATION FOR NON-ATHLETIC ACTIVITY

Adult High School Coordinator	12,770
Computer Equipment Manager	4,760
Director Of Music	1,550
Educational Technology Support	10,820
Local Professional Development Committee	1,160
Mentoring teachers – Alternate Route	855 – 1,060
Mentoring teachers – Traditional Route	530 – 810

HIGH SCHOOL

Academic Challenge	1,240
Afro-American Student Union	1,160
Amnesty Club International	1,160
Assistant Band Director	2,740
Assistant Guard	3,540
Audio Visual Department	2,990
Band Director	6,590
Calculus Club	1,160
Chamber Choir	4,190
Chess Club	1,240
D.E.C.A.	0
Drama Coach	3,000
Drill Instructor	3,540
Environmental Club	1,240
F.B.L.A.	0
Food & Fashion Club	1,160
For. Lang. Honor Soc.	1,160
Forensics	3,590
Freshmen Class Advisor	1,180
Guard Instructor	3,540
Guitar Club	1,160

H.O.S.A.	0
History & Govt. Club (3)	2,280
or (1) @ full \$ value	
Honor Society	1,240
Honors Math Club	1,160
Interact Club	1,160
Jazz Band Director	2,740
Junior Class Advisor (2)	1,550
or (1) @ full \$ value	
Junior Statesman of America	1,160
Key Club	1,340
Library Club	1,240
Literary Journal	1,820
Marching Band	1,720
Mock Trial	1,160
MRHS News	4,890
Peer Leadership – Assistants	2,330
Peer Leadership	4,090
Pep Club	1,160
Percussion	3,540
Physics Club	1,160
Radio Club	1,160
SADD	1,240
Safe Space Club	1,110
Senior Class Advisor (2)	1,950
or (1) @ full \$ value	
Ski Club	0
Sophomore Class Advisor	1,240
Student Accounts	1,240
Student Council	4,520
Telecommunications Club	1,160
TV Studio	5,060
V.I.C.A.	0
Winter Guard Assistant Director	1,440
Winter Guard Director	1,440
Woodworking Club	1,160
Work Study	4,170
Yearbook and Business Manager	4,890

HIGH SCHOOL

Fall Drama

Producer/Director	4,480
Production Assistant	1,200
Production Design/Construction	3,050

Spring Musical	
Choreographer	2,680
Consultant	1,200
Musical Director	3,050
Producer/Director	5,980
Production Assistant	1,200
Production Design/ Construction	3,640
Technical Director	2,330
Vocal Director	3,050

Summer Production	
Choreographer (2)	2,680
Director	5,420
Director/Coordinator	5,980
Musical Director	3,050
Production Assistant	1,200
Production Design/Construction	3,640
Technical Director	2,330
Vocal Director	3,050

Coordinator of Student Personnel Services	11,750
Coordinator of Student Services	12,770 ¹

¹ Three release periods

Substance Awareness Coordinator	5,150 *
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* Add'l compensation per negotiated agreement

Department Chairpersons:

(Mathematics, Science, Social Studies,
 Physical Ed./Health, English, Foreign Language,
 Business, Industrial and Vocational Arts, Fine
 Arts, Special Education, EOC, Adult High School

1 - 5 in Department	4,480
Each Additional Person	340
Summer work	40/hr
Physical Education Facilitator	2,510

MIDDLE SCHOOL

6th Grade Class Advisor	1,160
7th Grade Class Advisor	1,160
8th Grade Class Advisor	1,160
Academic Bowl Advisor	1,160
Afro-American Student Union	1,160
Art Club	1,160
Ass't Band Director	1,550
Audio Visual Department	1,820
Band Director	2,990

Builders Club	1,240
Business Club	0
Cheerleaders	1,160
Coordinator of Student Services	12,770 ¹
¹ Three release periods	
Environmental Club	1,240
Library Club	1,240
Literary Club	1,160
Literary/Art Magazine	1,820
Math Club	1,160
Multi-Cultural Club	1,160
National Geographic Competition Advisor	1,090
Peer Leadership Assistant	2,330
School Newspaper	1,820
Science Club	1,090
Science Competition Club	1,090
Ski Club	0
Student Organization	1,820
Technology Club	1,090
Vocal Chorus	1,820
World Language Club	1,160
Yearbook Advisor	3,680

Unit Leaders

1-7 in unit	4,480
each additional person	340
Summer work	40/hr

Theater Arts

Choreographer	2,650
Consultant	1,200
Director	5,520
Musical Director	2,830
Production Assistant	1,200
Production Design/Construction	2,700
Technical Director	2,330
Vocal Director	2,830

ELEMENTARY SCHOOLS

Administrative Assistant	1,530
Clubs	980
Parent Resource Mgr.	920
Safety Patrol (One per building)	860

SCHEDULE A-2

MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT EXTRA-CURRICULAR COMPENSATION 2009-2010

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>
Director of Athletics	11,250	12,230	13,190
Assistant Director of Athletics ¹	8,670	9,540	10,230
Associate Director of Athletics ²	8,500	9,300	10,130
Faculty Manager	6,620	7,570	8,480
Equipment Manager	5,110	5,680	6,290
Athletic Trainer	11,630	12,860	13,430

Group I Sports

A. Football, Basketball,

Girls' Basketball	8,770	9,400	9,520
Assistants	5,950	6,530	6,890

B. Baseball, Track, Girls' Track, Softball, Wrestling, Soccer,

Girls' Field Hockey,	6,440	7,340	8,000
Cheerleaders (per season)	3,220	3,670	4,010
Dance Team (per season)	3,220	3,670	4,010
Assistants	4,810	5,300	5,880
Cheerleaders (per season)	2,420	2,650	2,950

Group II Sports

Boys' Cross Country,

Girls' Cross Country

Winter Track (Boys/Girls),	5,290	5,880	6,450
Assistants	4,430	4,930	5,580

Group III Sports

Bowling (Boys/Girls), Golf,

Boys' Tennis, Girls' Tennis,

Gymnastics

Assistants

4,830	5,200	5,710
4,290	4,680	5,200

¹ Three release periods.

² One release period.

Where paid ticket sellers are used, ticket sellers at all athletic events shall be paid at the rate of \$ 62.50 per game. Volunteers may be used at the discretion of the Board of Education.

INTRAMURAL ACTIVITY PROGRAM

MIDDLE SCHOOL

Bowling Club	950 each
Two Hand Touch (2)	950 each
Softball (2)	950 each
Winter Intramurals (4)	950 each
Fall Intramurals (2)	950 each
Spring Intramurals	950 each

Special Olympics

Fall	950 each
Winter	950 each
Spring	950 each

COMPENSATION FOR NON-ATHLETIC ACTIVITY

Adult High School Coordinator	13,030
Computer Equipment Manager	4,860
Director Of Music	1,580
Educational Technology Support	11,040
Local Professional Development Committee	1,180
Mentoring teachers – Alternate Route	870 – 1,080
Mentoring teachers – Traditional Route	540 – 810

HIGH SCHOOL

Academic Challenge	1,260
Afro-American Student Union	1,180
Amnesty Club International	1,180
Assistant Band Director	2,790
Assistant Guard	3,610
Audio Visual Department	3,050
Band Director	6,720
Calculus Club	1,180
Chamber Choir	4,270
Chess Club	1,260
D.E.C.A.	0
Drama Coach	3,060
Drill Instructor	3,610
Environmental Club	1,260
F.B.L.A.	0
Food & Fashion Club	1,180
For. Lang. Honor Soc.	1,180
Forensics	3,800
Freshmen Class Advisor	1,200
Guard Instructor	3,610
Guitar Club	1,180

H.O.S.A.	0
History & Govt. Club (3)	2,330
or (1) @ full \$ value	
Honor Society	1,260
Honors Math Club	1,180
Interact Club	1,180
Jazz Band Director	2,790
Junior Class Advisor (2)	1,580
or (1) @ full \$ value	
Junior Statesman of America	1,180
Key Club	1,370
Library Club	1,260
Literary Journal	1,860
Marching Band	1,750
Mock Trial	1,180
MRHS News	4,990
Peer Leadership – Assistants	2,380
Peer Leadership	4,170
Pep Club	1,180
Percussion	3,610
Physics Club	1,180
Radio Club	1,180
SADD	1,260
Safe Space Club	1,130
Senior Class Advisor (2)	1,990
or (1) @ full \$ value	
Ski Club	0
Sophomore Class Advisor	1,260
Student Accounts	1,260
Student Council	4,610
Telecommunications Club	1,180
TV Studio	5,160
V.I.C.A.	0
Winter Guard Assistant Director	1,470
Winter Guard Director	1,470
Woodworking Club	1,180
Work Study	4,250
Yearbook and Business Manager	4,990

HIGH SCHOOL

Fall Drama

Producer/Director	4,570
Production Assistant	1,220
Production Design/Construction	3,110

Spring Musical	
Choreographer	2,730
Consultant	1,220
Musical Director	3,110
Producer/Director	6,100
Production Assistant	1,220
Production Design/ Construction	3,710
Technical Director	2,380
Vocal Director	3,110

Summer Production	
Choreographer (2)	2,730
Director	5,530
Director/Coordinator	6,100
Musical Director	3,110
Production Assistant	1,220
Production Design/Construction	3,710
Technical Director	2,380
Vocal Director	3,050

Coordinator of Student Personnel Services	11,990
Coordinator of Student Services	13,030 ¹

¹ Three release periods	
Substance Awareness Coordinator	5,250 *

* Add'l compensation per negotiated agreement

Department Chairpersons:

(Mathematics, Science, Social Studies,	
Physical Ed./Health, English, Foreign Language,	
Business, Industrial and Vocational Arts, Fine	
Arts, Special Education, EOC, Adult High School	
1 - 5 in Department	4,570
Each Additional Person	350
Summer work	40/hr
Physical Education Facilitator	2,560

MIDDLE SCHOOL

6th Grade Class Advisor	1,180
7th Grade Class Advisor	1,180
8th Grade Class Advisor	1,180
Academic Bowl Advisor	1,180
Afro-American Student Union	1,180
Art Club	1,180
Ass't Band Director	1,580
Audio Visual Department	1,860
Band Director	3,050

Builders Club	1,260
Business Club	0
Cheerleaders	1,180
Coordinator of Student Services	13,030 ¹
¹ Three release periods	
Environmental Club	1,260
Library Club	1,260
Literary Club	1,180
Literary/Art Magazine	1,860
Math Club	1,180
Multi-Cultural Club	1,180
National Geographic Competition Advisor	1,120
Peer Leadership Assistant	2,380
School Newspaper	1,860
Science Club	1,120
Science Competition Club	1,120
Ski Club	0
Student Organization	1,860
Technology Club	1,120
Vocal Chorus	1,860
World Language Club	1,180
Yearbook Advisor	3,750

Unit Leaders

1-7 in unit	4,570
each additional person	350
Summer work	40/hr

Theater Arts

Choreographer	2,700
Consultant	1,220
Director	5,630
Musical Director	2,890
Production Assistant	1,220
Production Design/Construction	2,750
Technical Director	2,380
Vocal Director	2,890

ELEMENTARY SCHOOLS

Administrative Assistant	1,560
Clubs	1,000
Parent Resource Mgr.	940
Safety Patrol (One per building)	900

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